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EVALUATION OF FOOTBALL DEVELOPMENT PROGRAM AT ASIOP FOOTBALL ACADEMY IN JAKARTA

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Abstract. This study aims to evaluate the context component (program background, vision, and mission, objectives, strategies, organizational structure), and training development programs and management programs, evaluate the Input component (systems for recruiting and coaching trainers, facility support, student recruitment and coaching systems, training program, parental support and views, financial support, and enforcement of rules). To evaluate the components of the process implementation, monitoring and evaluation of the program. To evaluate the components of the product (individual and team results and contributions to Indonesian football). This study uses a qualitative method. The subjects in this study were the overall components of ASIOP Football Academy, namely administrators, coaches, students and parents. Data collection techniques used are observation, interviews, documents, and data triangulation. The data analysis techniques used are as follows: (1) data collection, (2) data reduction, (3) data presentation, and (4) conclusion drawing and verification. This study resulted in (1) Context evaluation of soccer coaching at ASIOP Football Academy being in a good category, (2) Evaluation of Input on soccer coaching at ASIOP Football Academy being in a good category, (3) Evaluation of soccer coaching process at ASIOP Football Academy. ASIOP Football Academy is in a good category, (4) Product evaluation of football coaching at ASIOP Football Academy is in a good category.

Keyword : football, evaluation, ASIOP, football academy

INTRODUCTION

In the past children were only spectators, now football has begun to decorate their dreams and aspirations. Not a few Indonesian children who have a natural talent for playing soccer, even many of them are not aware that they often play the ball from an early age (Asnoto, Dlis, & Nuraini, 2020). However, they often do not get more support from the surrounding environment, such as not getting adequate facilities to develop their potential. To develop the soccer talent that these children have, they need the right place and party to channel and hone their soccer skills and talents such as a soccer school or a soccer academy (Soemardiawan & Wati, 2020).

Football as a very popular sport requires coaching. In this sports coaching requires the seriousness of various parties especially the government and the community to be able to participate in the development of sports, especially football (Muryadi, 2015). To foster and produce outstanding athletes, a long-term coaching process is needed and of course requires systematic, directed, planned, and consistent treatment and is carried out from an early age or elementary school age and is supported by science, knowledge and sports technology (Law No. 3 of 2005 article 20).

Every coaching achievement in sports is carried out, directed and aimed at achieving sports achievements at the regional, national, or international levels. Coaching is carried out by the parent organization of sports at both the regional and central levels. Coaching is also carried out by empowering sports associations, developing national and regional sports development centers and organizing competitions in stages and continuously (Law No. 3 of 2005).

The purpose and objective of the soccer coaching pattern is to provide guidance and direction in improving the image and performance of soccer coaching with the aim of formulating, developing policies and strategies for sustainable coaching and development. Based on careful planning, the implementation of appropriate, efficient and effective programs and activities as well as concrete control and supervision (Sutirta & Karim, 2020).

Basically, training must refer to the correct, appropriate and universally accepted theory and training principles so that the athlete's achievement can achieve the maximum improvement (Asep, Ramdan, & Johansyah, 2020). The most important thing for the trainer to pay attention to is to implement a good and correct training program that is guided and refers to the use

of training principles (Aprilia, Kristiyanto, and Doewes, 2007). 2018).

In principle, all sports that we do must comply with the FITT formula which is designed to make it easier for us to calculate the level of physical activity during exercise. The FITT formula is an exercise formula that contains several settings, such as: frequency (frequency), intensity (intensity), type (type) and time (time). Without being guided and referring to the right theories and principles, training often leads to malpractice and unsystematic-methodical training so that increasing achievement is difficult to achieve (Depdiknas, 2002: 7).

Football schools are one of the best efforts to improve the quality and quantity of football in Indonesia, because children and youth can channel their talents and potentials through regular and targeted coaching forums. It is expected to produce quality players, both in terms of skills and in terms of personality. This is in line with Presidential Instruction No. 3 of 2019 concerning the Acceleration of National Football Development which was addressed to about 15 agencies and local governments, including the Ministry of Youth and Sports. In the context of accelerating the improvement of national and international football achievements, in particular the Ministry of Youth and Sports was instructed

to take 10 actions, including conducting early childhood and youth development in stages.

ASIOP Football Academy is a football school in Jakarta. Established on September 28, 1997. It has a goal as a forum to channel hobbies or talents in soccer at a young age. Until now ASIOP continues to produce quality players, professionals at the national team level, and even countless players from this football academy have had careers in professional football competitions and become part of the national team.

ASIOP Football Academy also not infrequently participate in football tournaments at the regional, national, and international levels as a means to improve the quality of the athletes or students. Thus, ASIOP Football Academy has taken part in accelerating the development of national football as stipulated in Presidential Instruction No. 3 as stated above. From the description above, researchers are interested in evaluating the soccer coaching program at ASIOP Football Academy with the research title "Evaluating the Football Coaching Program at ASIOP Football Academy in Jakarta" with the evaluation method used is CIPP (context, input, process, product).

METHOD

This study uses a type of evaluation research (evaluative research) with qualitative methods. This study was conducted to evaluate football academy

development programs at ASIOP Football Academy, using one of several evaluation models, namely the CIPP model (Context Evaluation, Input Evaluation, Process Evaluation and Product Evaluation). According to Aziz, Mahmood, and Rehman (2018), the most important thing about this model is that it provides a holistic view of each component by evaluating the context, input, process and product from every angle. With the help of this model, evaluation can be carried out systematically and fulfills the general needs of evaluation.

The research subjects in this study were the overall components of ASIOP Football Academy, namely the board or management, coaches, students and parents of students. Data collection in this study was done by means of interview techniques, observation and documentation. The data analysis technique used in this study uses qualitative data analysis of the Miles and Huberman model, namely Data Collection, Data Reduction (Data Reduction), Data Display (Data Display), and Drawing Conclusions and Verification (Conclusion Drawing / Verification)

RESULTS AND DISCUSSION

ASIOP Football Academy is one of the national football academy where it helped that these young athletes can continue to develop professionally until they reach senior age. In connection with these objectives, it is

clear that an increasingly efficient and effective system is needed by using various evaluations and strategic studies that are right on target to achieve increasing achievements each period. The focus of this research lies in evaluating the implementation of the Football Coaching Program at ASIOP Football Academy in Jakarta through the CIPP evaluation model approach.

1. Context Evaluation

In this section, the Context Evaluation component will focus on the situation or background about Football Coaching Program at ASIOP Football Academy which includes organizational structure, vision and mission, goals, strategies, management programs, training coaching programs both in the short to long term, and references to the training program.

Everyone must have a reason when doing something the slightest action, where it is often also called the background. It's the same thing when setting up an organization or company, the founders and originators will usually initiate the dream they want to achieve along with the background for the creation of the relevant agency. Indeed of that, a written idea is needed in a management system, one of which is in the form of a vision and mission as well as goals.

The vision of the Coaching Program at ASIOP Football Academy is to become a facilitator for the development of young

football players. Based on the Presidential Instruction of the Republic of Indonesia No. 3 of 2019 concerning the Acceleration of National Football Development which states that the Ministry of Youth and Sports in the context of increasing national football achievements is instructed to one of which is to develop curriculum and develop talent for soccer players as well as carry out early childhood and youth development in stages. Based on this, the vision of ASIOP Football Academy is in accordance with the foundation of government policies regarding the development of national football.

The mission of the coaching program at ASIOP Football Academy is to form young professional soccer players with virtuous qualities. One of the main goals of the football academy is to accommodate and provide opportunities for students to develop their talents, as well as provide a solid foundation for playing football correctly, including forming good attitudes, personalities, and behaviors. This is in accordance with the principles of sport as stated in Article 5 of Law no. 3 of 2005 concerning the National Sports System which affirms the Principles of Organizing Sports.

Based on observational studies through interviews with the management of Football Coaching Program at ASIOP Football Academy, where in this case is Mr. Abdul Chalid as Operational Director of

Soccer Coaching Program at ASIOP Football Academy it is proven that the alignment between the SK and the vision and mission with Soccer Coaching Program at ASIOP Football Academy It is very important in realizing the goals and maximum results, especially for the achievement of national football sports achievements. Some interesting statements from him regarding the purpose and form of strategy Coaching Program at ASIOP Football Academy have been quoted and summarized as follows:

- 1) The objectives of the Coaching Program at ASIOP Football Academy include:
 - a) Become a forum for students who are just learning or getting to know football.
 - b) Become a forum for youth soccer coaching.
 - c) Enrolling students in matches or tournaments based on age categories, both National and International.
 - d) To make professional and virtuous football players.
- 2) To become a football academy with national and international standards. It is undeniable, there is a goal that is still in progress until now from the Coaching Program at ASIOP Football Academy, which is to become a football academy of international standard with the construction of the CD Pollias Ceuta Training Ground.

3) There are several forms of coaching program planning strategies at ASIOP Football Academy in achieving the goals, namely:

- a) Become a consultant for football players to the international stage, starting with sending players to the CD Polillas Training Ground. CD Polillas Training Ground is ASIOP's newest training ground which is expected to be completed in January 2021.
- b) Create digital football media with the name ASIOP-BSG Youtube Channel.
- c) Take apart in international tournaments such as the Garuda International Cup.
- d) Have a professional football abroad (CD Polillas Ceuta).
- e) Build ASIOP Football Academy into a professional football club in Indonesia, starting with ASIOP FC 3rd Diivision.

Based on the interview excerpt, it can be seen that the success of the context evaluation on the Background indicator of the Football Coaching Program at ASIOP Football Academy lies in the alignment and accuracy between the implementation of the Football Coaching Program at ASIOP Football Academy with the vision and mission as well as the goals to be achieved. Therefore, based on observational studies through qualitative interviews, it can be

concluded that the Football Coaching Program at ASIOP Football Academy has successfully implemented and implemented several forms of planning strategies for the Football Coaching Program at ASIOP Football Academy towards the achievement of the goals and vision and mission.

In establishing a good football coaching program at ASIOP Football Academy, it is necessary to plan actions for the short, medium and long term. The following are actions taken by the Coaching Program at ASIOP Football Academy in 2020 as follows:

1) IT and Operations

- a. Activation of the GBK office fingerprint machine, for the absence of coaches and staff.
- b. Refreshing admin staff and kitman uniforms.
- c. Making digital database applications for students and alumni.
- d. Digital attendance for students.

2) Academic

- a. Regular meetings of elite and development coaches.
- b. Student report cards (June and December, promotion-relegation benchmarks and scholarships).
- c. Quarterly workshop (Motivator Jan 6, Physiotherapy July 18, Doctor, Psychology).

- d. Weekly workshop by coach Danurwindo.
 - e. Coaching Clinic CD Polillas Ceuta.
- 3) Business and Finance
- a. New jersey launch.
 - b. Running ASIOP and CD Pollias Ceuta merchandising sales units.
 - c. Send to Pollias Ceuta academy/club CD.
 - d. Create an accounting financial report system.
 - e. Continuing the U-15 Top Score League competition for the 2019-2020 season.
 - f. *Women Coaching Clinic.*

In addition to the readiness of the action plan The Coaching Program at ASIOP Football Academy, the Coaching Program at ASIOP Football Academy also divides their program into 2 types to make it more effective. The coaching at ASIOP Football Academy has 2 programs, namely the elite class program and the development class program. For the elite class, it is also called the achievement class, because the students are selected players who have gone through several stages of selection according to the standards set by ASIOP. The age categories for the elite class program are U9-U10, U11-U12, U13-U14, and U15-U16. Elite class training schedule is held 3 times a week on weekdays (Tuesday, Thursday, and Friday).

The development class itself is called a hobby class, this class is mostly young footballers who are new to soccer, want to learn more about the basic techniques of soccer, or just share a hobby. The age categories for the development class program are U6-U8, U9-U10, U11-U12, U13-U14, and U15-U16. Development class training schedule on weekends (Saturday and Sunday).

Based on observational studies through interviews with Coaching Program management at ASIOP Football Academy, where in this case is Mr. Abdul Chalid as Operational Director of Coaching Program at ASIOP Football Academy, you can find clear references from the programs held during the Coaching at ASIOP Football Academy such as the following:

- 1) The reference or curriculum used for class programs at ASIOP is Filanesia (Indonesian Football Philosophy). Filanesia is a philosophy that will become the foundation and character of Indonesian football, both for early childhood development to professionals in terms of individuals and teams. This philosophy will provide guidance in terms of the sphere of football, such as training levels based on age, technical development of players, and playing characteristics on the field.

Based on the results of observational studies through qualitative interviews, it can be concluded that the Football Coaching Program at ASIOP Football Academy has a clear background and references and is balanced with careful planning in their actions in determining each program at the ASIOP Football Academy Soccer Coaching. Although there are still shortcomings, in general it can be concluded that there is harmony between the vision and mission and the reality carried out by the management of the ASIOP Football Academy.

2. Input Evaluation

The input evaluation will focus on the resources owned in this case are trainers, students and also other supporters such as financing, facilities and infrastructure needed to achieve the program's objectives. In addition, the evaluation of inputs (inputs) will also of course be used as a basis for formulating strategies and policies that must be considered in achieving a successful program through the available resources.

1) Trainer Recruitment and Coaching System

Apart from the ability of students or athletes themselves, the success of a sport certainly cannot be separated from the role of the existing coach. Therefore, it is very important to have a coach who has both technical and non-technical abilities. This is important considering that the function and

role of a coach is not only related to technical matters but also must understand the non-technical side of the athletes as a reference in developing a more mature mentality for athletes.

Technically, the division of trainers in ASIOP Football Academy divided by age category. Each age category consists of 1 coach, 1 assistant coach and 1 keeper coach.

In addition, there is a special training to improve the quality of the trainers where every Friday the trainers will be given *refreshment* by Mr. Danur Windo as investment director of engineering. The purpose of this refreshment is to share, evaluate and improve the shortcomings that are had during the training. For trainers or resource persons from outside ASIOP, it is usually held every 3 months. Materials taken such as coaching clinic or workshop. For external sources who fill in at ASIOP, one of them is Horge who is the coach of a Spanish club, coach of Ganesha, and the Injury Management Team of the Indonesian national team.

Successful evaluation of inputs on indicators of the recruitment and coaching system of Football Coaching Program coaches at ASIOP Football Academy lies in the development and coaching of coaches who are closely monitored from time to time. Therefore, based on observational studies through qualitative interviews, it can be

concluded that the Coaching Program at ASIOP Football Academy has paid great attention to the urgency of training in this coaching program.

2) Facilities and Infrastructure Support

It is undeniable that facilities and infrastructure have always been one of the main factors in producing athletes who can excel in the future. Based on observational studies through interviews with parties Coaching Program management at ASIOP Football Academy, where in this case is Mr. Abdul Chalid as Operational Director of Coaching Program at ASIOP Football Academy, it is proven that the support of sports facilities and infrastructure is indeed very important in realizing the initial goals and producing talented soccer athletes in the future. In addition, it can also be known in more depth about the use of these facilities and infrastructure and how these facilities meet national or international soccer standards.

Some excerpts from interviews that have been quoted and summarized are as follows:

- The facilities and infrastructure at ASIOP itself are quite complete and in very good condition, including changing rooms, tap water, toilets, stands, ASIOP offices in Benhil and GBK, management rooms, special trainer rooms, and multifunctional rooms. (Mr. Abdul Chalid)

- The football field and the goal are still rented. The fields used for training are located at Field C and the Bung Karno Rugby Field. However, ASIOP has adequate equipment. Such as equipment for training, namely balls with sizes 3, 4 and 5, which are usually used during training with a minimum of 20 balls for each age category, vests, ladders, cones, ball bags, etc. (Mr. Abdul Chalid)
- During matches and during practice ASIOP always provides first aid kits and has its own medical team on standby on the field. And the trainers have been provided with materials for handling the first injury from a workshop or training which is held every 3 months.
- The facilities and infrastructure have met the national and international standards of football. For example, the use of the field is in accordance with the FIFA Grassroot guidelines.

Based on the interview excerpt, it can be seen that the success of the input evaluation on the indicators of facilities and infrastructure of the Coaching Program at ASIOP Football Academy lies in the completeness of its facilities as well as facilities and infrastructure that already meet national and international football standards. Therefore, based on the results of observational studies through qualitative interviews, it can be concluded that the

facilities and infrastructure are in accordance with existing standards and can be utilized optimally in the Coaching Program at ASIOP Football Academy.

3) Student Recruitment and Coaching System

The search for quality seeds is clearly very influential in the success of a coaching program in any sport. A strict and structured selection flow will have an impact on the smooth running of the coaching program. The selection flow for the Coaching Program at ASIOP Football Academy departs from the development class which actually does not have a special selection, so you can immediately join ASIOP and will be placed according to age category so that it is hoped that it will not limit the dreams of students who are interested in soccer.

While the Elite Class Program usually takes from the development class that passes the selection according to the standards set by ASIOP. Of course, based on the assessment of the coaching team in their age group and asking for consideration from several other coaches. For this elite class program, it does not only rely on students from development, usually there are recommendations from several trainers for students outside ASIOP who want to join. Of course, through some assessment and selection first. Until now the Elite class

consists of 180 students while the development class is up to 420 students.

In addition, it can also be known in more depth about the criteria of students being sought and the responses of selected students to the given coaching program. Based on observational studies through interviews with coaches and students of the Coaching Program at ASIOP Football Academy, in this case Mr. Apridiawan as Head Coach of the Coaching Program at ASIOP Football Academy and Meshal Hamza Bashier Osman as one of the Elite class students. Some facts regarding the selection and responses of selected students were obtained as follows:

- Each coach in each age category has their own criteria to determine students to enter the elite class or development class. Broadly speaking, the student selection criteria for the elite program are students who already have good soccer skills, have high discipline during training and during matches and have a healthy body. (Coach Apridiawan)
- The coach has a firm, wise, and disciplined figure, for example, training must wear a training jersey and soccer shoes. Otherwise, a violation note is provided. (Meshal Hamza Bashier Osman)

Based on the interview excerpt, it can be seen that the success of the evaluation of

Input on the indicators of the recruitment and coaching system of the Coaching Program students at ASIOP Football Academy lies in a clear and systematic selection path. Therefore, based on the results of observational studies through qualitative interviews, it can be concluded that the students who are included in the coaching have been optimally selected and selected and the coaches are able to become role models for their students which makes the Coaching Program at ASIOP Football Academy even more optimal.

4) Exercise Program

In the process of determining the training method in the Coaching Program at ASIOP Football Academy, it is not done arbitrarily, but based on the applicable curriculum. With the Filanesian football curriculum issued by PSSI, coaches are given references and freedom in making training programs for daily training menus according to the needs of their players and still referring to the curriculum.

The principles of the exercise have been implemented quite well. Like the principle of readiness, before conducting training the trainers must ensure that all the material and the dose of training to be delivered are age-appropriate. This is because it relates to the physiological and psychological conditions of students, meaning that coaches must pay attention to

the growth and development of their students.

Based on an observational study through interviews with the coach of the Coaching Program at ASIOP Football Academy, in this case Mr. Apridiawan as Head Coach of the Coaching Program at ASIOP Football Academy, several facts regarding monitoring the physical condition of students and the schedule of training programs were obtained as follows:

- To determine the physical condition and health of students, a physical test is carried out which is carried out if students are going to take part in a match or tournament, usually held 2 months before the match with the aim of developing an exercise program that will be used during preparation. As well as medical tests which are held once a month by the team of doctors on duty, this is mandatory for elite class students and development classes. Health tests carried out such as anthropometric tests (weight, height, BMI, pulse, muscle mass, hamstring, adductor, gluteus maximus).

Based on the interview excerpts, it can be seen the menu. In addition to the success in preparing the training program, monitoring of the health condition of students is also carried out quite carefully.

5) Parents' Support and Views

The role of parents of students is often underestimated in the smooth running of the Coaching Program at ASIOP Football Academy. The fact. In addition to the students and coaches themselves, the support and attention from parents of students towards their children is one of the most important indirect factors in producing successful athletes in the future.

Based on observational studies through interviews with parents of students, in this case Mrs. Helena as one of the parents of the Coaching Program at ASIOP Football Academy in the elite class, several facts were obtained regarding their support and views on the Coaching Program at ASIOP Football Academy:

- ASIOP is the best football academy in Jakarta, the facilities and infrastructure are very complete and good, always consistent in fostering football from time to time. Very nurturing of children, understands to deal with children who have started to enter puberty (the trainer understands the development of children's ages).
- There are several strategies for supporting children, including:
 - a. Deliver, pick up and accompany during training.
 - b. Pay attention to rest periods and children's nutrition.
 - c. Prepare equipment for training.

- d. Always discuss with the coach about the child's development.

Based on the interview excerpts, it can be seen that the success of the Input evaluation on the parents' views of the Coaching Program at ASIOP Football lies in their belief in the seriousness of the Football Coaching Program at ASIOP Football in terms of facilities and infrastructure or the coaches who are very concerned about the development of students specifically.

6) Sources of financing

It is no secret that the smooth running of any coaching program can run well if it is supported by a good source of funds. Therefore, the source of financing is a very important aspect in order to achieve the initial objectives of the Coaching Program at ASIOP Football.

Based on observational studies through interviews with management, which in this case is Mr. Hasrul Zain as *Business Development and Finance Director* In the Coaching Program at ASIOP Football Academy, several facts were obtained regarding the source of support in the Coaching Program at ASIOP Football Academy:

- Sources of financial support at ASIOP include student administration which is carried out every 1 month or every 3 months.

- ASIOP also already has many sponsors who help the management and team in carrying out various innovations and changes to a more advanced and superior direction. ASIOP sponsors include Somp Insurance, Ethiopian Airlines, Transtama Logistics, Sarana Jaya, Food Station, Panca Prima Maju Bersama, Inti Sukses Garmino, Kopi Coga, Bank Mandiri, Aqua, and Miils.

Based on the interview excerpt, it can be seen that the success of the input evaluation on sources of financial support for the Coaching Program at ASIOP Football Academy can be concluded that these sources of support are very sufficient to support the coaching program at ASIOP Football Academy and can be utilized by the management optimally and optimally.

7) Application of the Rules

Rules are needed to keep things running properly and regularly. Apart from that, applying the rules is also one of the most important and most very difficult things to do. Of course, a good rule is pretty much useless when it's not enforced.

Based on observational studies through interviews with management, which in this case is Mr. Hasrul Zain as *Business Development and Finance Director* In the Coaching Program at ASIOP Football Academy, several facts were obtained regarding the rules and their application in

the Coaching Program at ASIOP Football Academy:

- The application of the rules made has been well implemented in theThe coaching program at ASIOP Football Academy, for example, during training students and coaches are required to wear team jerseys and soccer shoes and bring personal football equipment, students and coaches must arrive on time both during practice and matches, apply courtesy and fair play and so on. . Because the rules applied can help the training process as well as the match. A good training process will give birth to good results as well.

Based on the interview excerpt, it can be seen that the success of the evaluation of the Input on the rules in the Coaching Program at ASIOP Football Academy can be seen that the rules are not just made but can be implemented consistently to students so as to increase the discipline of the students of the Coaching Program at ASIOP Football Academy.

3. Process Evaluation

Process evaluation in a program, will be able to discuss the adjustment of the Coaching Program at ASIOP Football Academy to the pandemic situation that is currently sweeping the world, the implementation of the schedule and form of training in the Coaching Program at ASIOP

Football Academy, as well as the monitoring process carried out by the program management. Football Coaching at ASIOP Football Academy. Therefore, it can be said that the supervisory function is also very important in order to control and direct the program to better things, preventing errors from occurring.

In this section, the Process Evaluation component will focus on the process of identifying problems and finding solutions to problems The Coaching Program at ASIOP Football Academy where to achieve this there are 2 main indicators, namely:

1) Program Implementation Process

The training program determined by the Coaching Program at ASIOP Football Academy certainly goes through a phase of formation that is not short. This happens because of the many factors that affect the shape of the training program itself, such as the schedule and suitability of the program with the age of the students in the coaching.

Based on observational studies through interviews with the Coach of the Coaching Program at ASIOP Football Academy, in this case Mr. Apridiawan as Head Coach of the Coaching Program at ASIOP Football Academy, several facts were obtained regarding the determination of the training program and its adjustment in dealing with certain situations such as the COVID-19 pandemic. this as follows:

- The training program has tried to be adapted to the needs and development of students such as adjustments to the size of the field and the size of the ball as well as the duration of the exercise.
- The trainers also arrange training programs according to a predetermined periodization, especially in the Elite class program.
- During the ITFH (Interactive Training from Home) process, students participate and follow the training program properly according to the direction of each coach. Parents are also very supportive with the adjustment of this ITFH training program.
- In addition, the interaction between students and coaches is very good. Students are able to adjust their attitude during the training process and outside the practice or field.

Although it is undeniable that there may always be obstacles in the program preparation process, such as sometimes there are students who are late for training due to too dense activities at school (there is no special dispensation for students who take part in training at the football academy), which will later affect the training program that has been made. .

Based on the interview excerpt, it can be seen that the success of the Process evaluation on the indicators of the Development Program implementation

process at ASIOP Football Academy lies in the adjustment process that management is constantly trying to do, especially facing special situations such as the current pandemic and paying attention to the needs and developments of students when making the training program. .

2) Monitoring and Evaluation Process

The monitoring and evaluation process is one of the keys to success in finding out the shortcomings of the programs that have been made. That's because essentially there is no such thing as a perfect program and it certainly has flaws in certain areas. In addition, it is also necessary to study the process and indicators used in the overall evaluation of the Coaching Program at ASIOP Football Academy.

Based on observational studies through interviews with management, which in this case is Mr. Hasrul Zain as *Business Development and Finance Director* In the Coaching Program at ASIOP Football Academy, several facts were obtained regarding the implementation of the monitoring and evaluation process as well as indicators used in assessing the Coaching Program at ASIOP Football Academy:

- The monitoring and evaluation process for the football coaching program at ASIOP Football Academy is carried out once a week led by Coach Danur Windo as investment technical director. Then

regular meetings between elite trainers and development coaches are held once a month.

- For student evaluation, ASIOP makes report cards every 6 months for elite classes and once a year for development classes. The content of the report card outlines an assessment of technical or basic techniques, tactical application, personality, fitness, and health reports. The report card contains student scores based on the indicators assessed and notes from the trainer regarding individual student progress.
- The assessment is carried out by each trainer based on the age category. The assessment indicators are not explained in writing. But each coach will monitor every development and progress of each student then it will be discussed with the head coach and all the coaches involved, which will then produce a decision what value will be given in the report card.
- Although ASIOP has never had a special partnership with a professional club officially. But this year's ASIOP has become a club officially with a vision to be the best football club in Asia. ASIOP itself has registered for Liga 3 and the Suratin U-17 Team.
- For ASIOP Football Academy only until the age of 16 years, after which students are declared graduated and

given a graduation certificate. For students who are gifted at that age, ASIOP remains on guard until they can play at a high level. The choice is that the student can play in Liga 3 with ASIOP or in Pollilas Ceuta which is one of the Spanish League clubs, where the largest share of the club is owned by ASIOP. So, there is a great opportunity for ASIOP to channel talented students into the Spanish club.

- ASIOP Football Academy has the principle and jargon of “Stop Age Theft!”. This means that ASIOP abstains from theft of age during matches or tournaments. And the coach always emphasizes that football is a physical sport that must have body contact in it. This teaches students to have a spirit of fair play. To instill a spirit of respect, all students are accustomed to shaking hands or greeting each coach, management and other fellow students.

Based on the interview excerpt, it can be seen that the success of Process evaluation in the evaluation process in the Coaching Program at ASIOP Football Academy It is evident from the seriousness and consistency of the evaluation and monitoring process on the implementation of the Coaching Program at ASIOP Football Academy so that they can

monitor the development of the coaching students from each individual and can instill a good mindset in the students of the Football Coaching Program at ASIOP Football Academy in the future.

4. Evaluation of Results (Product)

Evaluation of the results of the Coaching Program at ASIOP Football Academy assesses and provides interpretation of program achievements and decisions regarding whether the activity should be continued or needs to be modified, stopped, or repeated. It is undeniable from the initial background of the creation of the Coaching Program at ASIOP Football Academy is to create bright athletes in the national football scene in the future so that the results of both individual and team achievements will be highly highlighted on this topic.

1) Individual Achievement Results

Based on observational studies through interviews with the management of the Coaching Program at ASIOP Football Academy, which in this case is Mr. Hasrul Zain as Business Development and Finance Director of the Coaching Program at ASIOP Football Academy, several facts regarding the results of individual achievements and the factors behind achievement are as follows:

- The results of individual student achievement are quite good. Many of

ASIOP Football Academy students and alumni have entered the national team or professional football clubs as well as individual achievements in several national and international matches.

- Factors that affect the results of individual student achievement are factors of practice and discipline. If students follow the exercise consistently and seriously and followed by a good discipline attitude, then the quality of the individual will be good too.
- The inhibiting factors for not increasing the ability of students at ASIOP Football Academy include:
 - a. Students whose practice frequency and repetition are few
 - b. Not focused on training
 - c. Puberty factor.

Based on the interview excerpt, it can be seen that the success of Product evaluation on individual achievement indicators from the Coaching Program at ASIOP Football Academy lies in the results of individual achievements which have proven to be very successful and how the management carefully highlights the factors that support and can hinder the process of creating these achievements .

2) Team Achievement Results

Based on observational studies through interviews with the management of the Coaching Program at ASIOP Football

Academy, which in this case is Mr. Hasrul Zain as Business Development and Finance Director of the Coaching Program at ASIOP Football Academy, several facts regarding the team's achievements and ways to get the team's achievements are obtained. among others:

- ASIOP Football Academy has produced many achievements at the national and international levels. One of them is the Gothia Cup, JSSL Singapore, Danone Nation Cup, etc.
- The following are ASIOP's ways of maintaining and increasing individual and team performance:
 - a. Trainers must always improve their quality, both in terms of theory, practice and increase their experience. By providing provisions such as regular coaching clinics, seminars or workshops.
 - b. Students are included in try out programs, such as domestic tournaments, overseas tournaments or overseas tours and friendly matches.
 - c. ASIOP Football Academy provides full scholarships for students who have talent in football.

Based on the interview excerpt, it can be seen that the success of Product evaluation on the team achievement indicators of the Coaching Program at ASIOP Football Academy lies in the results of the team's

achievements which have proven to be very successful and how ASIOP Football Academy unites the team and achieves these achievements. .

3) Contribution to the Progress of Indonesian Football

Based on observational studies through interviews with the management of the Coaching Program at ASIOP Football Academy, in this case Mr. Hasrul Zain as Business Development and Finance Director of the Coaching Program at ASIOP Football Academy, several facts were obtained regarding the contribution of the Coaching Program at ASIOP Football Academy in the progress of football. national, including:

- Contribution ASIOP Football Academy for the advancement of football in Indonesia as follows:
 - a. Many donated players for the Indonesian national team and players for professional clubs.
 - b. ASIOP itself helps to realize fair play and respect in Indonesian football, by being honest and anti-age theft and accustoming students to respect.
 - c. Helping the development of youth football in Indonesia, by accommodating, guiding and channeling talented students in the field of football.

Based on the interview excerpt, it can be seen that the success of Product evaluation

on the contribution of the Coaching Program at ASIOP Football Academy lies in the list of achievements both individually and as a team, but also the contribution that can be directly or indirectly given by the Coaching Program at ASIOP Football Academy for world of national football. The contribution of players from the Coaching Program at ASIOP Football Academy to the Indonesian national team is one concrete proof of the contribution of this coaching program to the world of national football.

CONCLUSION

From the overall analysis of the CIPP evaluation model (Context, Input, Process, Product) it can be concluded that the implementation process Soccer Coaching Program at ASIOP Football Academy has been going quite well where all related parties, especially the management ASIOP Football Academy himself always strives to always monitor, evaluate, and improve the existing system to date. In other words, a series of Coaching Program at ASIOP Football Academy This program still has some gaps to be improved and improved, especially on the menus of the training program which can definitely be made more effective and on target which is the key priority of all Coaching Program at ASIOP Football Academy.

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